

<b>Position:</b>	Arborist
<b>Department</b>	Landscape (Cemetery Operations)
<b>Reports to:</b>	Director of Living Collections and Curator
<b>FLSA Status:</b>	Full-Time, Non-Exempt
<b>Location:</b>	The Green-Wood Cemetery, Brooklyn, NY
<b>Terms:</b>	This position is governed by the collective bargaining agreement (CBA) between The Green-Wood Cemetery and Teamsters Local 810 and subject to its probationary provisions.)
<b>Compensation:</b>	\$40/hour (\$41/hour effective June 1, 2026) (compensation is governed by the CBA)
<b>Hours:</b>	40 hours per week; 5 days/week, 5 hours/day (Monday–Friday), with occasional weekend or evening work between 8:00 AM and 5:00 PM

## ABOUT GREEN-WOOD

The Green-Wood Cemetery is the permanent residence of more than 580,000 individuals and a beloved public destination, welcoming nearly 500,000 visitors annually. Spanning 478 acres of historic grounds, grand architecture, and world-class statuary, Green-Wood is more than a cemetery—it is a National Historic Landmark, an accredited arboretum, an outdoor museum, and a cultural hub rooted in the heart of Brooklyn.

As a living cemetery, Green-Wood blends preservation, nature, and community engagement with innovation. Our work spans a wide range of programming—from the arts and education to environmental stewardship, workforce development, restoration, and scholarly research. Through it all, we remain deeply committed to honoring our mission and treating every visitor and family with care, dignity, and respect.

## ABOUT THE DEPARTMENT

Green-Wood's Department of Landscape oversees the preservation and care of its historic 478-acre grounds. The team manages all aspects of the landscape, including monuments, the arboretum, grasslands, gardens, and water bodies. Through integrated conservation practices and climate-adaptive strategies, the department protects historic features, supports biodiversity, and enhances ecosystem services. Combining expertise in historic preservation, ecological management, and horticulture best practices, the department safeguards the long-term health, beauty, and integrity of Green-Wood for generations to come.

## ABOUT THE ROLE

Reporting to the Vice President of Landscape and the Director of Living Collections & Curator, the Arborist upholds professional standards of tree care and safety while supporting the department's goals to expand plant diversity, increase canopy cover, and strengthen ecological resilience. The role advances Green-Wood's commitment to sustainable landscape management and environmental stewardship through the conservation, maintenance, and enhancement of its living collection.

The Arborist serves as a certified practitioner and technical specialist in arboriculture within the Landscape Department, applying industry standards and best practices to all tree care operations. This position combines scientific knowledge, technical skill, and hands-on fieldwork to ensure the health, safety, and longevity of Green-Wood's historic tree canopy and woody plant collections.

Working in coordination with Landscape leadership, the Arborist supports institutional priorities related to canopy management, biodiversity, and long-term landscape sustainability, while ensuring all work is performed safely and in compliance with established protocols. This role contributes directly to the stewardship of one of

the nation's most significant historic landscapes and accredited arboretums, reflecting Green-Wood's commitment to safety, sustainability, and excellence in landscape care.

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## WHAT YOU WILL DO

*The Arborist is proactively responsible for:*

### Tree Care

- Inspect, assess, and maintain trees and woody plants to ensure health, structural integrity, safety, and aesthetic condition, in accordance with ISA standards and ANSI A300/Z133 guidelines.
- Perform arboricultural operations using climbing techniques and aerial lifts, including pruning, removals, cabling and bracing, planting, soil remediation/improvement, and stump grinding.
- Conduct preventive and restorative maintenance throughout the year—such as structural pruning, canopy clearance, and root-zone management—to promote long-term tree health and stability.
- Monitor tree health using Integrated Pest Management (IPM) principles; identify, treat, and report pests and diseases, and maintain accurate plant records within Green-Wood's GIS-based tree inventory system.
- Apply fertilizers, soil amendments, and other treatments as needed to support optimal plant health and vigor.
- Review completed work to ensure quality, safety compliance, and adherence to industry standards and Green-Wood's arboricultural protocols.
- Respond promptly to emergency and storm-related incidents to mitigate hazards and ensure the safety of visitors, staff, and property.

### Equipment Operation and Maintenance

- Safely operate and maintain all arboricultural equipment, including chainsaws, chippers, stump grinders, aerial lifts, mowers, and related tools, in accordance with training and established safety protocols.
- Conduct and document routine equipment inspections (daily, weekly, and seasonal), maintaining detailed and accurate maintenance logs in accordance with departmental standards.
- Maintain comprehensive records of work performed, materials used, tree conditions, and equipment servicing.
- Utilize ESRI Workforce, GIS systems, and other digital tools to track work orders, document field activities, and communicate updates effectively.
- Use digital platforms and computer applications for recordkeeping, internal communication, and data entry.
- Support seasonal operations, including snow and ice removal, as assigned.

### Communication & Collaboration

- Promptly report tree hazards, equipment malfunctions, and landscape concerns to supervisors.
- Participate actively in departmental and team meetings to coordinate priorities, align care practices, and ensure safe and efficient access to work zones.
- Provide guidance and mentorship to seasonal staff or interns on safe climbing, pruning, and ground operations.
- Support volunteer programs and public-facing initiatives related to tree care, environmental stewardship, and sustainability, including setup and equipment oversight.

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## WHAT YOU WILL NEED TO SUCCEED

- ISA Certified Arborist credential required and maintained in good standing; additional ISA or TCIA credentials (e.g., TRAQ, Tree Worker Climber Specialist) preferred.
- Minimum of three (3) years of professional arboricultural experience, preferably in urban forestry, public gardens, or historic landscape settings.
- Comprehensive understanding of arboricultural principles, including tree biology, soil science, pruning standards, and pest and disease management, in alignment with ANSI A300/Z133 standards.
- Demonstrated proficiency in safe tree climbing, rigging, and aerial lift operation.
- Strong skills in tree identification (both botanical and common names), pruning techniques, and pest/disease diagnostics.
- Proven ability to safely operate and maintain arboricultural equipment, including chainsaws, chippers, stump grinders, and related tools.
- Strong diagnostic and problem-solving abilities related to tree health, structural integrity, and environmental conditions.
- Familiarity with GIS-based tree inventory systems and digital field documentation tools.
- Ability to perform physically demanding work, including standing, climbing, bending, lifting up to 50 lbs, and working at heights for extended periods in all weather conditions; must pass required safety and physical capacity evaluations.
- Excellent organizational, communication, and teamwork skills.
- Valid New York State driver's license required and must be maintained throughout employment; employees operating cemetery vehicles must also meet insurance requirements, including a minimum five-year driving history.
- Spanish language proficiency preferred.

## WORKING CONDITIONS/PHYSICAL REQUIREMENTS

- **Work is performed outdoors year-round in varying weather conditions**, including frequent work at heights using climbing gear, ladders, and aerial lifts.
- **Regular exposure to noise, moving machinery, and environmental hazards**, including chemicals, insects, and uneven or hilly terrain.
- **Ability to perform physically demanding work**, including standing, climbing, bending, and lifting up to 50 lbs.
- **Required use of personal protective equipment (PPE)** and strict adherence to OSHA, ANSI, and departmental safety protocols.
- **Operation of cemetery vehicles and equipment requires a valid New York State driver's license** and maintenance of an acceptable driving record (minimum five years for insurance purposes).
- **Availability to work weekends, holidays**, and respond to emergency situations, including storm-related events, as needed.
- **Willingness to work outside standard hours** to support operational and institutional needs.
- **Applicants must be authorized to work in the United States** and able to complete Form I-9 verification upon hire.

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## *Mission Statement*

# GREEN-WOOD

Green-Wood is a living cemetery that brings people closer to the world as it is and was, by memorializing the dead and bringing to life the art, history, and natural beauty of New York City.

## ***Equal Employment Opportunity Statement***

Green-Wood is an equal employment opportunity employer that prohibits discrimination against applicants and employees on the basis of race, color, religion, sex, gender, national origin or ancestry, age, disability, pregnancy, sexual orientation, gender identity, marital status, domestic partner status, military or veteran status, citizenship status, and any other basis or characteristic protected by federal, state, or local law.

## ***Pay Transparency Clause***

As required by New York City law, the salary range for this position is disclosed in this job posting. The actual salary offered may vary based on factors such as experience, education, and qualifications.

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## **IN EXCHANGE FOR YOUR SERVICE**

We recognize that union staff play an essential role in advancing our mission, and we are committed to honoring your contributions with meaningful support. This position is part of the Local 810 bargaining unit and is governed by the CBA.

Benefits are provided through union-administered funds, including participation in the United Wire, Metal and Machine Health and Welfare Fund, which offers medical and related coverage in accordance with plan terms. The Cemetery contributes to this fund on behalf of eligible employees, with eligibility determined by the CBA and fund rules. Additional benefits, including retirement (Teamsters National 401(k)) and provisions such as paid time off and holidays, are administered in accordance with the CBA.

**Compensation:** \$40/hour (\$41/hour effective June 1, 2026, per CBA)  
**Schedule:** 5 days/week, 5 hours/day (Monday–Friday), with occasional weekend or evening work between 8:00 AM and 5:00 PM

Additional benefits, including retirement (Teamsters National 401(k)) and provisions such as paid time off and holidays, are administered in accordance with the CBA.

## **Green-Wood also offers:**

- Free on-site parking and commuter benefits, including pre-tax transit options in accordance with applicable law and plan terms
- Cultural discounts, arboretum access, recognition programs, and burial benefits
- Employee Assistance Program (EAP)
- A welcoming, mission-driven work environment
- Opportunities to contribute to impactful, community-centered work
- A unique work setting within a National Historic Landmark and accredited arboretum
- Access to Green-Wood's public programs, events, and cultural offerings
- Hands-on experience and opportunities for skill development within a collaborative team environment grounded in stewardship, safety, and respect

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**TO APPLY**

Submit a resume and brief cover letter highlighting relevant horticultural experience and interest in working within a historic landscape setting to [hr@green-wood.com](mailto:hr@green-wood.com) with the subject line: **Arborist: [Your Last Name]**.

### ***Selection Process***

Qualified candidates may participate in a multi-step evaluation process, including:

- Interview with Horticulture leadership.
- Written examination (70% minimum to advance).
- Practical skills assessment (plant identification, tool proficiency, applied techniques).

### ***Union & Employment Conditions***

This position is governed by the collective bargaining agreement (CBA) between The Green-Wood Cemetery and Teamsters Local 810. All employment terms—including wages, hours, benefits, seniority, and probation—are governed by the CBA.

New employees are subject to a 60-day probationary period under the CBA. During this period, the Department conducts a structured practical evaluation to assess applied skills and safety practices. This evaluation does not supersede or modify the CBA.

Employment is contingent upon verification of required credentials, successful completion of required evaluations, and compliance with all applicable safety, training, and union requirements.

### ***Equal Employment Opportunity & Pay Transparency***

Green-Wood is an equal employment opportunity employer that prohibits discrimination against applicants and employees on the basis of race, color, religion, sex, gender, national origin or ancestry, age, disability, pregnancy, sexual orientation, gender identity, marital status, domestic partner status, military or veteran status, citizenship status, and any other basis or characteristic protected by federal, state, or local law.

As required by NYC law, the salary range for this position is disclosed. Actual salary will depend on experience, education, and qualifications.